

State Banks' Staff Union (Kerala Circle)

(Affiliated to All India State Bank of India Staff Federation)

Reg. No. 01-36-2000

Circular No.69/25
To All Unit Secretaries



State Bank of India
Local Head Office
Poojappura
Thiruvananthapuram-695 012

Dear Comrade,

Date: 01.01.2026

NEW YEAR GREETINGS

CALL FOR UNITY, RESOLVE, AND COLLECTIVE ACTION

We reproduce hereunder the full text of Circular No.01 dated 1st January, 2026, issued by Com. L Chandrasekhar, General Secretary, AISBISF, the contents of which are self explicit.

Yours comradely,

(Akhil S)
General Secretary

“Warm New Year greetings to you and your families. The New Year arrives with renewed hope, collective confidence, and a strong sense of purpose. United by our shared values and organisational strength, we look ahead with optimism and determination to build a more just, secure, and progressive future for all our affiliates and members.

As we step into the New Year, we carry forward the spirit of unity, shared responsibility, and collective confidence. The experiences of the past year have reinforced our belief that cooperation and solidarity among employees play a vital role in shaping progressive workplace policies and a strong banking system. With this positive momentum, we move ahead with clarity and conviction.

In 2025, our Bank achieved historic milestones, reaffirming its position as a global banking leader built on the strength and dedication of the workforce. SBI was honoured with prestigious global recognitions, including **World's Best Consumer Bank 2025** and **Best Bank in India 2025** by Global Finance, besides being named among the **World's Best Trade Finance Providers**. The Bank's transformation into a truly “Digital First” institution was reflected through the phenomenal success of the YONO platform, which crossed 10 crore users, with over 64% of new savings accounts opened digitally. Financially, SBI crossed the

landmark **₹100 trillion total business** mark, with deposits of ₹55.92 trillion and advances of ₹44.20 trillion as of September 2025. These achievements stand as a testimony to the collective efforts, sacrifices, and commitment of employees, whose contribution remains the backbone of the Bank's growth and global stature.

The Federation places on record its sincere appreciation for the resilience, discipline, and unity displayed by our affiliates and members across the country in confronting numerous challenges. Several long-pending demands have been resolved due to sustained collective efforts.

Creche Allowance: This has been a long-pending demand of our Federation. We have consistently raised the need for introducing creche facilities to support working parents by providing day-care support for their young children during working hours at all centres. As a result of our sustained efforts and discussions with the Corporate Centre Management, a Crèche Allowance of ₹4,000/- has been extended to all women employees and single male employees (parents) having dependent children up to the age of five years.

Treatment of Mandatory Leave under Vacation Policy as Special Leave: Federation has been consistently demanding that Cash-in-Charges be excluded from the ambit of sensitive positions and relieved from the requirement of being kept away from their regular duties for a continuous period of not less than ten working days in a single spell every year. As the Management did not respond positively to our repeated representations, we were compelled to approach the Hon'ble Kerala High Court, where a writ petition was filed by our Kerala Circle affiliate. In response, the Bank informed the Honourable Court that Special Leave would be sanctioned in such cases, and accordingly, the Bank has issued an e-Circular giving effect to the same.

Staff Welfare Measures: Subsequent to the enhancement of the Staff Welfare Fund to ₹250 crore, the Federation has submitted a comprehensive proposal for effective utilisation of the enhanced funds, covering enhancement of scholarship amounts, extension of scholarships from Class I onwards, provision of crèche facilities, increased allocations for sports and cultural activities, and improvement of Holiday Home facilities including complimentary breakfast, laundry services, and better hygiene standards. We thank the Management for acceding to our proposal and extending scholarships from Class-I onwards, enhancing scholarship amounts for girl children of employees, and introducing complimentary breakfast at Holiday Homes run by hotels.

Introduction of Wellness Product: The Federation has proposed during the sports control board meeting held at Mumbai for the introduction of a wellness product for all employees for maintaining physical health. Bank has acceded our request and introduced the Wellness Product to all employees for Rs.2000/-

Income Tax on the perquisite value of concessional/interest-free loans: Subsequent to the Honourable Supreme Court Judgement dated 07.05.2024, which dismissed the appeals challenging the taxability of concessional or interest-free loans. Our bank was required to comply with the Supreme Court's judgment by including the notional perquisite value in the taxable income of the employees. Upon the Federation's representation, the Bank has agreed to bear the income tax liability arising out of the perquisite value of concessional/interest-free loans, thereby extending significant relief to employees.

MoU between AISBISF and Nepal SBI Bank Employees Union: With a vision to strengthen the Federation and expand its reach beyond national boundaries, the All India State Bank of India Staff Federation has entered into a Memorandum of Understanding (MoU) with the Nepal SBI Bank Employees Union. This MoU marks an important beginning in the Federation's larger vision of fostering international solidarity among SBI employees' unions. In the days ahead, the Federation envisages bringing together SBI employees' unions across the globe under a single umbrella to ensure effective collective bargaining, mutual support, and the strengthening of the working class beyond borders.

In addition to the above achievements, the following issues were also resolved upon our representations:

- Reimbursement of Travelling expenses and payment of Halting Allowance in connection with Inter-Circle Transfers
- Payment of Travelling expenses and halting allowance to staff deployed for election-related duties;
- Fitment on promotion from Subordinate Staff to Clerical Cadre by including stagnation increments and the maximum Special Pay applicable to Subordinate Staff;
- Revision of the eligibility criteria for SBI Wealth Services for retired SBI staff from the existing ₹1 crore to ₹50 lakhs

However, comrades, several critical and unresolved issues continue to pose serious challenges to affiliates and members and the banking industry as a whole. These demand our immediate attention and united action:

- Implementation of 5-Day Banking
- Recruitment of Messengers

- Recruitment of Armed Guards
- Deployment of Artificial Intelligence in the Banking Sector
- New Pension Scheme – Choice of Investment Pattern for employees
- Fight against Outsourcing of Permanent Jobs
- Review of Career Progression
- Inter Circle Transfers for employees who joined the Bank from 2019 onwards

Parity issue in SBI: The 12th Bipartite Settlement and the 9th Joint Note dated 08.03.2024 ensured a uniform 17% increase in payslip components for both workmen and supervising staff across the industry. However, State Bank of India subsequently granted additional allowances to supervising staff over and above the agreed wage cost, disturbing the parity assured under the Settlement. This has resulted in an effective increase for officers rising to 22%, while workmen remain restricted to 17%.

This anomaly has grave industry-wide consequences and will severely impact future bipartite settlements, causing substantial loss to workmen. Despite sustained efforts for over a year, the Management has failed to rectify this injustice. At this critical juncture, unity and solidarity are imperative. All affiliates and members must remain prepared to support the Federation in any collective action, until parity is restored.

Comrades, the coming period calls for heightened vigilance, organisational preparedness, and strengthened unity. The Federation urges all affiliates and members to actively participate in organisational programs, campaigns, and struggles that may be launched to press for our legitimate demands. Let us stand shoulder to shoulder to protect our collective future.

New Year Resolution – Reclaiming Our Collective Strength

“This New Year, let us resolve to replace fear with confidence, isolation with solidarity, and informal dictates with the Bank’s laid down systems and procedures. We must clearly understand that only strict adherence to systems and procedures can safeguard employees from arbitrary action and victimisation. We must remember that no member is weak when backed by the collective strength of our Unions, Associations, and Mighty Federation. The union is not a shadow to be avoided; it is a shield that protects dignity, fairness, and justice at the workplace.”

Let this New Year reaffirm our belief that unity is our strength, procedure is our protection, and solidarity is our way forward.

With revolutionary greetings”.